

**HUMAN RIGHTS COMMISSION
FULL COMMISSION MEETING MINUTES
December 12, 2007, 4:30 p.m.
Council Chambers**

PRESENT

Trena Carter
Ian Kohen
Tony McClendon
Akua Ofori-Boateng
Gil Palmer
John Roberts
Rosalind Pegram
John Stroh

ABSENT

Greg Lewis
Jay Myers
Jason Staley

***** Meeting Called to Order *****

STAFF PRESENT:

Deputy Director Lorraine Smith and Secretary, Lula Young

SECRETARY'S REPORT:

Commissioner Ofori-Boateng called roll then requested any corrections or changes to the November Minutes.

Commissioner Carter moved to accept the November 28, 2007 Minutes. Commissioner Kohen seconded. Motion carried.

TREASURER'S REPORT:

Commissioner Ofori-Boateng reported as there was no budget activity in November, the Donations balance remained at \$5,669.60.

CHAIRPERSON'S REPORT:

Chairperson Palmer commented on a recent local event as reported in a local newspaper article about a stabbing incident that recently occurred at Fair Oaks mall. The article identified concerns voiced by the NAACP and members of the African-American community surrounding the police investigation and the Prosecutor's decision that no charges would be filed against the alleged white perpetrator. The incident involved an African-American male who was stabbed by a Caucasian male.

Commissioners and staff continued their discussion of the perceptions within the community of disparate treatment and racial profiling by the prosecutor's office and local law enforcement. Their discussion acknowledged recent complaints from the Latino community of being subjected to excessive scrutiny of identification paperwork by the local Bureau of Motor Vehicles office and police department.

Commissioners discussed the role of the Commission being a resource to assist in reducing tensions within the community. Commissioners also reviewed what aid could be provided to implement steps that would effectively communicate the law enforcement complaint process that is available to community members if they wish to file a complaint against local officers and/or governmental agencies.

DIRECTOR'S REPORT:

Deputy Director Smith provided Commissioners a case load update. She reported on one complaint that was closed through EEOC mediation. Commissioners were informed that the complaint was dual-filed with EEOC as local statutes do not provide jurisdiction for complaints involving reasonable accommodation in employment; the respondent, in this case, requested EEOC conduct the mediation. The complaint was mediated by EEOC and the complainant did receive a monetary settlement as part of the mediation settlement agreement.

Commissioners were informed of Director Tinsley's meeting with the new director of Su Casa, Reyna Navarro. Ms. Navarro shared her concerns with the director that the Latino community was skeptical of interaction with law enforcement due to their perception that they were being subjected to excessive scrutiny of any identification presented.

Deputy Director Smith continued her update informing Commissioners of the twelve complaints filed with EEOC on behalf of several community members with disabilities involving a reasonable accommodation in employment.

OPEN FORUM:

Community Concerns

Commissioner Pegram requested the diversity training provided for the Leadership Bartholomew County class. She advised that she doesn't feel as if she is truly aware of what is going on in the schools on diversity related issues.

ACTION ITEM –2008 COMMISSION MEETING SCHEDULE:

Commissioners reviewed the scheduled dates for the 2008 meetings.

Commissioner Stroh moved to accept meeting dates as submitted. Commissioner Carter seconded. Motion carried.

ACTION ITEM – 2008 GOALS & OBJECTIVES:

Commissioners were provided a draft of the 2008 Goals and Objectives to review. Deputy Director Smith facilitated the discussion, questions and the following modifications:

- add '*The Inclusive Community Coalition*' to item 3 of **Networking with the Community**.
- delete repetitive goal: 'Support the Mayor's Cultural Multicultural Awareness Committee in activities as'
- insert: '*and organizations to help remedy the achievement gap in our community, relative to minority youth and to address current human rights issues in the community.*' to the final bullet point under - **CHALLENGING ATTITUDES & SYSTEMS THAT CREATE BARRIERS TO EQUALITY...**

Commissioner Stroh moved to adopt the 2008 Goals and Objectives with additions and deletions as noted. Commissioner Kohen seconded. Motion carried unanimously.

OTHER BUSINESS:

Commissioner Kohen voiced his concern that the four agenda items had been continued from previous meetings and went on to suggest a time management tool of allotting a specific amount of time for each agenda item. Discussion ensued. Chairperson Palmer recommended moving the four agenda items to the top for the January 2008 meeting.

Commissioner Carter moved to table Agenda items 10 – 13, and move them to the top of the Agenda for the January 2008 meeting. Commissioner McClendon seconded. Motion carried unanimously.

OTHER BUSINESS:

Deputy Director Smith expressed appreciation for the work of the Ad Hoc committee and advised Commissioners that the speaker invitations had been mailed. She went on to share that the dinner is scheduled for Thursday, April 10th at the Holiday Inn and the theme will be: "Civil Rights: Human Rights – Coming of Age."

ADJOURNMENT:

Commissioner McClendon moved to adjourn the meeting, Commissioner Stroh seconded. Meeting adjourned.